

Physical-Pre-Employment

What is it?

- **Employment Status**– independent contractor, temporary employment, regular employment, full time, part time
 - **Independent Contractor**- pay is not subject to withholding or employer paid taxes, not eligible for company benefits
 - **Temporary Employment**- hired for a temporary job, pay is subject to state and federal employee withholding and employer paid taxes (unless hired through a temp agency), not eligible for most company benefits, may be part of full time, may be exempt or non-exempt
 - **Regular Employment**- pay is subject to state and federal withholding and employer paid taxes, eligible for company benefits, may be full or part time, may be exempt or non-exempt
 - **Full Time**- usually works 35 to 40 hours per week, depending on company hours
 - **Part Time**- works less than 35 hours per week, depending on the company hours (usually have to work > 30 hours for coverage)
 - **Overtime Status**- exempt and non-exempt; must have specific criteria to qualify as an exempt position
 - **Exempt**- position is not subject to overtime pay
 - **Non-Exempt**- position is subject to overtime pay
- **Pre-Employment Physicals**- employers rely on to screen prospective employees to make sure they are capable of performing the job for which they are being considered; checking for preexisting disabilities that might later be claimed; employee may reject if they feel the applicant would pose a health or safety threat, being aware of obligations under OSHA and MSHA from the possible hazards of the job
 - **OSHA**- Occupational Safety and Health Administration
 - **MDS/Multiple Data Sheets**- Right to Know, the employee has a right to know what the chemical is and what is in the chemical; there should be a sheet on all chemicals located in an area for all to view



What can I do?

- **See your Health Care Provider**- for more information
- **See a Registered Dietitian**- for help as needed

